

**Roscoe Collegiate ISD  
District of Innovation Plan (HB 1842)  
2016-2017**

Roscoe Collegiate ISD is utilizing HB 1842 of the 84<sup>th</sup> Legislative Session to create more local control in certain areas. HB 1842 allows a public school to have some of the same local flexibility that public charter schools are allowed. As an Early College/STEM Academy this District of Innovation designation will provide an opportunity for our local district to develop plans based on the unique needs of our students and community.

This plan will be in effect for the 2016-2017 school year through the 2020-2021 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

**District Innovation Team**

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|---------------------|--|
| 1. Kim Alexander    | Superintendent                               |
| 2. Marsha Alexander | Dean of Academic Affairs                     |
| 3. Edward Morales   | Secondary Principal                          |
| 4. Andy Wilson      | Elementary Principal                         |
| 5. Jacob Tiemann    | Director of Early College/STEM Academy       |
| 6. Tamara Alexander | Counselor                                    |
| 7. Kelly Seals      | AVID Director                                |
| 8. Greg Althof      | Assistant Principal                          |
| 9. Cynthia Black    | Secondary Teacher/Instructional Coach        |
| 10. Crystal Althof  | Elementary Teacher/Instructional Coach       |
| 11. Steve Anthony   | Board President                              |
| 12. Wes Williams    | Board Secretary                              |
| 13. Roxanna Reyna   | Adjunct Faculty Texas A&M AgriLife Extension |
| 14. Alfonso Islas   | Adjunct Faculty Western Texas College        |
| 15. Stephanie Baker | Parent                                       |

## **District of Innovation Timeline**

### **Wednesday, July 1, 2015 – 10 am, Secondary Conference Room**

Initial meeting with leadership team to discuss preliminary thoughts and members of the District of Innovation Committee

### **Monday, July 20 2015 – 7:00 pm, Board Room**

Initial meeting with board to discuss preliminary thoughts and members of the District of Innovation Committee

### **Monday, October 5, 2015 – 4:00 pm, AVID Annex**

Meeting with Site Base Committee to discuss preliminary objectives for District of Innovation designation

### **Monday, October 19, 2015 – Board Room**

#### **7:00 pm, Regular Meeting**

Board of Trustees approve resolution to hold a public hearing to discuss the possibility of using HB 1842 to become District of Innovation

#### **7:05 pm, Public Hearing**

Public Hearing to explain and discuss possibility of becoming District of Innovation

#### **7:00 pm, Regular Meeting**

Approve a motion to pursue local “District of Innovation” plan

Board of Trustees approve the members of the District of Innovation Committee

### **Friday, January 29, 2016 - 1:00 pm, Secondary Conference Room**

Initial Meeting of the District of Innovation Committee

### **Friday, February 5, 2016 - 1:00 pm, Secondary Conference Room**

2<sup>nd</sup> meeting of the District of Innovation Committee

### **Monday, April 4, 2016 – 4:00 pm, AVID Annex**

District Site Base Committee to discuss District of Innovation Plan

### **Friday, April 8, 2016 – 7:30 am, AVID Conference Center**

District-wide faculty meeting to discuss District of Innovation Plan

### **Monday, April 11, 2016 – Monday, May 16, 2016**

Post the District of Innovation plan on the district website for 30 days

### **Monday, May 16, 2016 – 7:00 pm, Board Room**

Approve the District of Innovation plan (including 2016-2017 school calendar)

### **Friday, June 24, 2016**

Update all policy changes with TASB

**1. School start date**  
(EB LEGAL) (TEC 25.0811)

Currently

*Students may not begin school before the 4<sup>th</sup> Monday of August. For many years this has been the rule, however, districts had the option of applying for a waiver to start earlier.*

*The Texas tourism group lobbied to have this stopped because they believed it was hurting the tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4<sup>th</sup> Monday, with no exceptions.*

*However, for the past 4 years, Roscoe Collegiate ISD has had a special waiver granted as an Early College to begin the 2<sup>nd</sup> Monday in August to better align with out Community College Partner Calendar. In June of 2015, TEA Commissioner Michael Williams advised me that there would no longer be an Early College waiver granted and advised me to seek that flexibility through the District of Innovation designation.*

Proposed

To allow for a calendar that fits the local needs of our community, Roscoe Collegiate ISD will continue to begin school on the 2<sup>nd</sup> Monday in August to better achieve student outcomes consistent with Early College/STEM Academy expectations.

- a. Students will begin school on the 2<sup>nd</sup> Monday in August.
- b. Teachers will begin in-service activities on the 1<sup>st</sup> Monday in August.
- c. This will allow an equal number of days in each semester, provide student orientation time prior to the start of the college semester, eliminate inefficient time after the conclusion of the college semester, and allow break time prior to the start of summer school for all students.
- d. The goal is to improve student academic outcomes through flexibility in the calendar.

## **2. Submitting waivers for Kindergarten – Grade 4 class size** *(EEB LEGAL) (TEC 25.111) (TEC 25.112) (TEC 25.113)*

### Currently

*Kindergarten – 4<sup>th</sup> Grade classes are to be kept at a 22 student to 1 teacher ratio according to state law. When a class exceeds this limit, the district must complete a waiver with TEA. These waivers are never rejected, so it is a bureaucratic step that serves no purpose.*

*Along with the waiver, it is required that a letter is sent home to each parent in the section that exceeds 22:1 ratio, informing them that a waiver has been submitted. This creates confusion among many parents causing them to question the effectiveness of instruction.*

### Proposed

While we believe that in certain circumstances small class size plays a positive role in the classroom, in many cases master teachers, who are highly trained in student engagement strategies, are equally effective with larger class size environments. Often it is not the number of students but the classroom environment that influences student learning outcomes.

- a. Roscoe Collegiate ISD will attempt to keep all the core K-4 classrooms to a 22:1 ratio. However, in the event the class size exceeds this ratio, the superintendent will report to the Board of Trustees.
- b. A TEA waiver will not be necessary when a K-4 classroom exceeds the 22:1 ratio.
- c. This will give RCISD flexibility without having the bureaucracy of waivers within TEA.

### **3. Teacher and Principal Evaluation** *(DNA LEGAL, DNA LOCAL) (TEC 21.352)*

#### Currently

*The state of Texas has used the Professional Development and Appraisal System (PDAS) teacher appraisal system since 1997. The state is issuing a new teacher appraisal system in 2016-2017 that will be called the Texas Teacher Evaluation and Support System (T-TESS).*

*Districts currently have the authority to only formally appraise teachers once every 5 school years. Roscoe Collegiate ISD teachers are formally evaluated annually.*

*Principals complete informal walk-throughs on a weekly basis.*

*Principals are evaluated annually on the PDAS plan.*

*Teachers and administrators participate in Internal Harvard Instructional Rounds on a weekly basis and External Harvard Instructional Rounds once each semester.*

#### Proposed

A Leadership Team consisting of administrators and teachers would have the option to develop a teacher evaluation system that would be a combination of PDAS, T-TESS, T-PESS, Harvard Instructional Rounds and other best practices to develop a local instrument and/or process that fits the needs and goals of RCISD>

- a. Roscoe Collegiate ISD will utilize a locally developed teacher and principal evaluation tool.
- b. This instrument will be developed with input from central administration, campus administration, campus administration, and teachers. It will use staff input, PDAS, T-TESS, T-PESS, Harvard Instructional Rounds, and other relevant best practices.
- c. All campus teachers and administrators will continue to be formally evaluated every year. Every teacher will receive a minimum of six informal walk-throughs per year.
- d. All teachers will continue to have regular formative conferences for debrief of Harvard Instructional Rounds on a weekly, monthly, and semester basis.
- e. Principals and other members of the Leadership Team will continue to be evaluated formatively on a weekly, monthly, and semester basis on a locally developed plan.
- f. These locally developed plans should reflect the strengths, areas of concerns, and goals for Roscoe Collegiate ISD.

#### **4. Teacher certification**

*(DK LEGAL, DK LOCAL, DK EXHIBIT) TEC 19 Administrative Code 230.79 19 TAC 230.79*

*(DBA LEGAL, DBA LOCAL) TEC 21.003*

##### Currently

*In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside their certification, the district must submit a request to TEA. TEA then approves or denies this request. There is much bureaucracy and unnecessary paperwork involved in the process.*

##### Proposed

In order to best serve RCISD students, decisions, on certification will be handled locally.

- a. The campus principals may submit to the superintendent a request to allow a certified teacher to teach a subject(s) out of their certified field. The principals must provide reasoning for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject.
- b. An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principals will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning employment. Local teaching certificates will require an employment agreement rather than a contract.
- c. This process will allow more flexibility in our scheduling and more options for our students in class offerings leading to industry recognized certifications.